



DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD, SUITE 2533
FORT BELVOIR, VIRGINIA 22060-6221

IN REPLY
REFER TO DO

JAN 22 2007

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement – Equal Employment Opportunity

I am personally committed to the principles of Equal Employment Opportunity (EEO) and to taking measures to incorporate these principles into the four major DLA areas of focus: warfighter support, stewardship, growth and development, and leadership. I also expect all DLA senior executives, managers, supervisors, and employees to be fully committed to EEO and to maintain a workplace free from unlawful discrimination and harassment. Our continued viability in a post-BRAC environment depends on integrating EEO principles in all of our employment plans, policies, procedures, and operational practices.

DLA strives to recruit, hire, and promote individuals without regard to race, religion, color, national origin, sex, sexual orientation, age, or physical/mental disability. All selection decisions shall be based on an individual's qualifications and criteria for the job being filled. All personnel actions will be taken without discrimination, prejudice, or bias.

DLA employees have the right to file complaints of employment discrimination. Employees who exercise their rights under Title VII of the Civil Rights Act of 1964, as amended, and other related statutes will not be subjected to reprisal or retaliatory actions. Complaints of discrimination will be addressed fairly and expeditiously. Managers will be engaged toward effectively resolving any issues or concerns raised in the EEO complaint administrative process at the lowest level possible.

The responsibility for an effective EEO Program resides with all DLA employees. I expect all DLA supervisors and managers to foster a work environment where opportunities are provided to our employees, enabling each to reach their full potential so that they are able to contribute their best efforts to the DLA mission. DLA employees shall be offered training and development to enhance their competencies and recognized for their mission related accomplishments.

I have no doubt that the daily exercise of equality of opportunity, mutual respect, and appreciation of our workforce diversity in every aspect of what we do can positively impact DLA's future growth and prosperity.

ROBERT T. DAIL
Lieutenant General, USA
Director